



2024 - 2025 TURNER USD 202 STRATEGIC PLAN OVERVIEW

This summer, community members, district staff, parents, students, and Board of Education members spent a day discussing progress on our district goals from the previous school year and then created new action steps for the upcoming year. We appreciate all the different voices and perspectives who contributed to helping our district determine how to best continue to support our students, staff, and community. Included in this overview are the top three takeaways for each goal area from the 23 - 24 school year as well as the main focuses for the 24 - 25 school year.



STUDENT ACHIEVEMENT

Goal: In USD 202, we will increase the performance of every student as measured by district assessments, state assessments, and post-secondary data by providing teacher clarity in curriculum, creating rigorous and collaborative learning activities, increasing student efficacy, and personalizing learning.

23 - 24 Top Three Outcomes

- Implementation of Springboard English Language Arts curriculum grades 6 - 12.
- Implementation of Benchmark Phonics in Kindergarten.
- Turner High School adopting a block schedule with a seminar/intervention period has resulted in decreased discipline and positive changes in student culture.

24 - 25 Action Steps

- Strategy I: The district will refine teachers' understanding of the Bullseye Curriculum, ensure instructional teams collaborate on aligned strategies and resources, align interventions to the core curriculum, and use common assessments to analyze student understanding and plan future instruction.
- Strategy II: The district will employ culturally responsive strategies to close learning gaps, integrate inquiry-based and collaborative instructional methods, use formative assessment data to inform and adjust instruction, and increase Real World Learning opportunities aligned with Individual Plans of Study at Turner High School.
- Strategy III: The district plans to enhance student outcomes by increasing collaborative goal-setting in math and reading, using data to personalize learning plans and communicate with families, providing specific feedback, improving student support programs to reduce non-graduates, and enhancing kindergarten readiness for children from birth to age five.

EMPLOYEE SUPPORT

Goal: In USD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

23 - 24 Top Three Outcomes

- Increase in hiring of a diverse workforce, specifically Hispanic staff members.
- Increased retention of both classified and certified staff members compared to last school year.
- Teacher to Teacher Trust increased and responses indicated that this was due in part to the Buddy/Mentor Program.

24 - 25 Action Steps

- Strategy I: The district plans to enhance its recruitment strategy by reviewing demographic data, updating recruitment surveys, creating and updating recruitment materials, providing training for recruitment teams, monitoring job openings through various platforms, and maintaining contact with graduates from the Learn to Teach Program to recruit them post-graduation.
- Strategy II: The district aims to cultivate a supportive working environment by ensuring the effectiveness of mentor and peer buddy programs and promoting the Employee Recognition Program (ERP) by incorporating annual themes, seeking nominations from all stakeholders, and honoring new certified staff.
- Strategy III: Supervisors will provide individualized, effective feedback to develop and maintain staff Individual Growth Action Plans (IGAP) that align with the Strategic Plan.

COMMUNITY CONNECTION

Goal: In USD 202, we will collaborate with a diverse group of community stakeholders to enhance educational opportunities and increase engagement in our schools through mutually beneficial partnerships, opportunities for input and feedback, and community outreach.

23 - 24 Top Three Outcomes

- Creation of the Turner Early Childhood Literacy Room at Turner Recreation Commission.
- Continuation of connecting student groups with local community service opportunities, including this year's project of re-doing the "Welcome to Turner" sign.
- Increased efforts to keep families informed of our district policies and platforms through Back to School Bash and "202 How To" videos and guides.

24 - 25 Action Steps

- Strategy I: The district will enhance community engagement by increasing awareness and accessibility of resources for families, cultivating partnerships with diverse businesses and organizations for real-world learning opportunities, and boosting participation in early childhood programs and events.
- Strategy II: The district aims to foster inclusivity and community engagement by establishing diverse Building Site Councils, creating welcoming school environments that celebrate cultural diversity, and facilitating community service opportunities for students in Wyandotte County.
- Strategy III: The district will enhance family engagement by providing virtual opportunities, increasing followers and readership of school-specific communications, training social media managers, and improving the onboarding process for newly enrolled transfer students and families, with extra support for those new to the country.

POSITIVE LEARNING & WORK ENVIRONMENT

Goal: In USD 202, we will build a climate and culture where students, staff, and community are challenged, supported, and valued in a safe learning environment.

23 - 24 Top Three Outcomes

- Peer-to-Peer observations were done consistently.
- Continued efforts in creating an inclusive environment for all students through dual language signage, assemblies for celebrating cultures, and an increase in bilingual staff.
- The decrease in behavior incidents among students has created a more positive school culture.

24 - 25 Action Steps

- Strategy I: The district will enhance collective efficacy by providing professional development on 5Essentials Surveys, administering the survey annually to assess collective responsibility, identifying and addressing building-specific needs, and implementing peer observations using a collaborative walkthrough form at least once per semester.
- Strategy II: The district will work to increase inclusivity through the Diversity, Equity, and Inclusion committee providing quarterly updates to School Improvement Teams, and enhancing district staff's knowledge of cultural responsiveness through professional learning.
- Strategy III: The district will improve student support by calibrating and analyzing existing survey data, partnering with external mental health agencies, and having Trauma Sensitive School Teams meet regularly to provide tailored training based on building needs.

OPERATIONS

Goal: In USD 202, we will strive to elevate the educational environment through improved facilities, services, and infrastructure resulting in tangible and measurable outcomes.

23 - 24 Top Three Outcomes

- Completion of Promethean Board installations.
- The percentage of MyRideK12 app users was 97% of the number of routed students.
- Completion of all 2019 Bond projects.

24 - 25 Action Steps

- Strategy I: The district will enhance its technology infrastructure by implementing a new Microsoft Teams phone system by summer 2025 and increasing network security with additional protection layers.
- Strategy II: The district will ensure all routed students scan on and off the bus and rotate Special Education buses that are less than eight years old to maintain safety and manage depreciation.
- Strategy III: The district will progress on its annual Capital Improvement Plan using a long-range forecast and implement an agronomic program to enhance the curb appeal of facilities and athletic complexes.

